



The Regional Review

SEPTEMBER 2010

Where is my payment?

The Governor has looked at consolidation of services in several areas of state service including the Office of Financial Management's Small Agency Client Services (SACS). To that end, the Washington State Criminal Justice Training Commission (WSCJTC) was asked to participate in a review of the fiscal services provided with the idea in mind of moving some or all of those services to the SACS. After several meetings, a thorough review was conducted to look at all work performed by the WSCJTC Fiscal Division, and the SACS decided the WSCJTC would be allowed to retain two employees and their work. The downside for the WSCJTC is that we had to permanently furlough two of our staff who had been with us for some period of time.

Dixie Layman had worked with the WSCJTC for approximately 10 years and with the state of Washington for a total of 15 years. Her duties, for the most part, have been transferred to the SACS. Dixie is missed by all staff because of her desire to get things done properly and in a timely manner. In addition, her positive attitude about her job endeared her to her coworkers and all those who met her. We wish her well in her future endeavors and certainly know that her work with us was a positive experience for the agency during her tenure.

The second individual, Sammie Fuller, worked with the fiscal division on a half-time basis for approximately three years, and she also had worked with the state of Washington for a total of 15 years when her position was terminated. Sammie brought a positive attitude, a good work ethic, and significant experience to her position. Her duties were, for the most part, transferred to the SACS. Sammie is missed by the staff.

It is a work in progress to make the changes and coordinate with SACS. If you have concerns about the new process, please contact Brian Elliott.

Contact: Brian Elliott, Financial Manager, at 360/486-2436 or belliott@cjtc.state.wa.us.



Crisis Intervention Team Training

The WSCJTC is pleased announce a partnership with King County to provide Crisis Intervention Team training to law enforcement and first responders at King County agencies, which includes law enforcement, mental health professionals, dispatch, firefighters, and more.

This is a program funded by the 0.1% sales tax collected in King County in accordance with the *Mental Illness and Drug Dependency (MIDD) Plan Strategy #10a – Crisis Intervention Training Program for King County Sheriff, Police, Jail Staff, and Other First Responders*. The program began operations on July 1, 2010, with Rachelle Parslow as the CIT-King County Program Administrator. The WSCJTC welcomed aboard King County Sheriff's Office Sergeant Don Gulla to take on the role of the CIT-King County Program Coordinator, and the program looks forward to adding Curriculum Consultant Liz Eddy to the office beginning September 1, 2010.

This program is very exciting and will provide CIT training with 40-hour basic classes, eight-hour in-service training classes, and eight-hour advanced classes. The program also provides for student reimbursement of wages to attend the classes for those students from King County agencies. The class schedule and webpage will be posted soon with classes beginning in October 2010. If you are interested in more information regarding the CIT-King County Program, please email rparslow@cjtc.state.wa.us.

Firearms Instructors:

As instructors, you may have been asked to provide HR218s. Please find below the link to information pertaining to providing these.

The Washington Association of Sheriff and Police Chiefs (WASPC) has details and qualification certification information at the following website link: <http://www.waspc.org/index.php?c=LEOSA%20Information>.

The qualification paperwork should be retained by the individual in case of audit or challenge. Do not remit forms to the WSCJTC.



5th Annual Training for Trainers Conference

The WSCJTC is pleased to announce that the 5th Annual Training for Trainers Conference is open for registration. This year's conference will be held at The Inn at Gig Harbor, in Gig Harbor, WA, on October 25-26, 2010. The conference will run from 8 AM to 4:30 PM both days, and breakfast and lunch will be provided.

There is no cost for registration; however, all travel expenses and lodging are the responsibility of the attendee or the attendee's agency.

To register for the conference, please email Leanna Bidinger at lbidinger@cjtc.state.wa.us. To book lodging at the Inn, please call 253/858-111 or 800/795-9980 and tell them you are with the Criminal Justice Training Commission for the special conference rate of \$99 per night.

The WSCJTC looks forward to providing this conference every year as a thank you to the dedicated law enforcement instructors throughout the state. Please watch for the agenda to be posted to our website after finalization.

This year we are focusing on facilitation skills, classroom activities, and evaluation methods. We look forward to seeing you there!

Instructor Certification Program (ICP) Update

In 2001, the WSCJTC established a comprehensive ICP for our instructors requiring them to meet minimum standards before teaching sponsored courses. Sponsored classes are those developed by or for the WSCJTC and for which the WSCJTC is responsible for the content and delivery of the course. The ICP helps maintain the quality of our instructional staff – whether TAC officers, contractors, or full-time employees of the WSCJTC.

Recently we've updated and made language clarifications to the program in an effort to more closely meet the WSCJTC's needs in recruiting, training, and developing instructors.

Our new language makes it clearer that those involved in acting or evaluating mock scenarios, and those who assist as monitors, safety officer, or skill assessors, are not required to obtain this certification. We continue to require certification for most persons actively instructing a sponsored training course or program as an instructor, facilitator, professor, or lecturer.

Changes include:

- A second category of general instructor certification for those individuals who have professional or proficiency skills in a field not directly related to criminal justice or public safety.
- Updating Instructor Development Course equivalencies to reflect current content.
- Establishing variance language to allow for special circumstances.
- Expanding exemptions to certification to include:
 - * Those presenting content developed and owned by outside entities AND who are qualified by that entity to instruct their curriculum (i.e. BAC, SFST, DID, First-Aid/CPR/AED, PREA, or NIMS instructors).
 - * Individuals who are uniquely qualified in a specific subject matter and present only on those subjects (i.e. a canine officer introducing BLEA students to that subject area).
 - * Those who teach under the direct supervision of and while the program manager is present for the entire class (i.e. Harborview personnel presenting in the Child Abuse Interviewing classes).
- Adding a process to document those who obtain exemptions and variances and their materials

Contact: Lee Brandt, Manager, at 425/257-8446 or lbrandt@cjtc.state.wa.us.

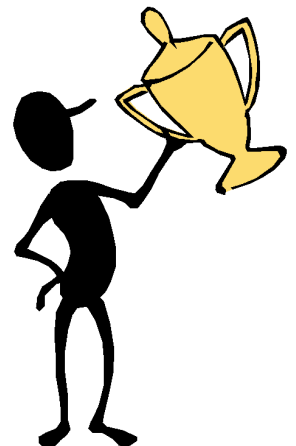
Be On The Lookout!

It is the time of year again where the WSCJTC is looking for the **Instructor of the Year**. Each year we like to recognize an instructor for their outstanding dedication and contributions to public safety training in Washington State. If you have observed or experienced an instructor that went above and beyond, and you think they should be the 2010 Instructor of the Year, please send a nomination to Leanna Bidinger at lbidinger@cjtc.state.wa.us. Nominations need to be received by October 1, 2010.

Previous Instructors of the Year

2009: Renton Police Officer Jeff Eddy, BLEA

2008: King County Deputy Seth Grant, BLEA



How does a person become an instructor for WSCJTC?

In order to meet specific needs, the selection process varies among programs; for example, BLEA will post and send out instructor recruitment information. Some programs recruit from specific agencies/regions and others, including DT and Firearms, require extensive training to be considered.

If you are interested in instructing for us, contact the manager for the division or program in which you are interested. They will advise you of their openings, needs, prerequisites, and processes.

I understand you post openings to an employment page on your site. How does my agency use this service?

As a service to our users, we do post short announcements to our employment page for jobs related to our audiences: <https://fortress.wa.gov/cjtc/www/employment/index.htm>.

Small line ads that include agency contact information, details of posting, web links, closing date, and so forth should be sent to your Regional Training Manager (RTM) for posting. Please remember to ask your RTM to remove an ad that is no longer valid!

The postings are searchable under several categories: law enforcement, corrections, 911, admin, and support.

What happened to on-line registration?

We aren't currently accepting online registrations for classes, but will be soon. Our new Learning Management System (LMS) includes this capability, but we are still working out the bugs. Watch our homepage and blog for updates!

Where can I access the Safe-Call-Now video?

There are three current ways to access these videos – thru the existing eLearning system for those with logins, by requesting the disks be sent to you, and by using the links on our eLearning pages directly to the videos. Remember to log this training on your in-house training records if you'd like to get an hour of training credited toward your mandated 24-hours. Viewing the video using any of the three methods listed does **not** transfer to your WSCJTC training record.

You used to send out the LED, but that seems to have stopped. Where can I get them?

Several years ago, the WSCJTC switched to disseminating the LED (Law Enforcement Digest) electronically. You can find it at <https://fortress.wa.gov/cjtc/www/led/ledpage.html>. We suggest you bookmark the page and check it on a monthly basis!

Who do I send a class flyer to in order to get it posted on your website training index?

Send the complete information to your Regional Training Manager (link to determine RTM: http://www.cjtc.state.wa.us/regional_training/index.htm). We can usually get things posted within 48 hours.

Corrections: Legacy Project

It is customary for each class that passes through the Corrections Officer Academy (COA) to participate in a class project that leaves their “legacy” behind for subsequent classes. In July 2010, COA Class #411 dedicated a portrait wall within the Corrections Division hallway. Future COA classes will add their class photo to the portrait wall leaving a legacy of training and wisdom for officers who follow. In their class graduation speech, Deputy Chad Matthew from Snohomish County Sheriff’s Office Bureau of Corrections left his fellow classmates with a quote from Author Naomi Rhode, “I may be here for a short while, gone tomorrow into oblivion, or until the days come to take me away. But, in whatever part you play, be remembered as part of a legacy...of sharing dreams and changing humanity for the better. It’s that legacy that never dies.”

Class 413 Supports CFAD

COA class #413 hosted “Movie Night” and Ice Cream Social to support the 2010 Chief For a Day event, and raised approximately \$320. COA Class #413 was very excited about the opportunity to participate in such an important event in our law enforcement community.

BCTSE

In July 2010 the Board on Corrections Training Standards and Education (BCTSE) was eliminated due to passage of HB 2617.

The Board was created in 1997 to serve as a link between corrections stakeholders and the WSCJTC. It was BCTSE’s role to make recommendations to the WSCJTC regarding corrections training and education.

With the elimination of the BCTSE, the Corrections Division Manager and Assistant Manager participate in various corrections organizations and boards to keep current on emerging corrections issues. Additionally, the Corrections Division is focusing on engaging with stakeholders through site visits and regular outreach activities.

Academy Redevelopment

In 2009, the WSCJTC brought a select panel of corrections professionals together in a strategic planning process for the Division. This process included compiling a SWOT (strengths, weaknesses, opportunities, and threats) and a Job Task Analysis (JTA) for each basic corrections academy. Workgroups identified job competencies, key duties, and job tasks for newly hired corrections employees with revised performance objectives. Problem based learning (PBL) would also be implemented into corrections academies. A vision was created to establish a new standard of service delivery: “To provide nationally recognized high quality evidence-based training, while effectively utilizing resources and technology, resulting in competent criminal justice professionals.”

The COA has been redeveloped and successfully piloted. The WSCJTC entered a contract with the Juvenile Rehabilitation Administration (JRA) to provide a “subject matter expert” staff person to work with the Corrections Division in redevelopment of the JRA Academy. This has been a successful endeavor, which has allowed us to redevelop the JRA academy and train potential instructors. Our remaining academies will be redeveloped by the end of 2010 and piloted in 2011.

By Commander Caldwell

The 504th MP BN based at Joint Base Lewis-McChord approached academy staff in early 2010 seeking assistance in developing training material for a deployment to Kandahar Afghanistan. While the “Dragon Fighters” have a 70 plus year reputation as one of the finest military police units in the US Army; the group, consisting of about 360 personnel, recognized a need for current civilian police curriculum for their future Afghan police partners. The unit was heading to Afghanistan sometime in mid-2010 and would be taking over primary training duties for police recruits in the Kandahar area from members of the Royal Canadian Mounted Police. Through a series of meetings over several weeks, Assistant Commanders Phillips and Heinzen and I assisted officers and NCOs from the battalion headquarters identify key areas of interest and develop curriculum based on US best practices.

Of particular interest to the 504th were topics related to Patrol Procedures, Community Oriented Policing (COP), and Ethics and Field Training. For example, in determining how to best train Afghan police in placing road blocks to check ID they needed to look at not only how to conduct a road block (patrol procedures), but where to place it to ensure safety to surrounding civilians (community policing) and how the police officials would conduct themselves (ethics). The Afghan police have a level of community mistrust due to past perceptions of corruption and it was felt the best method to overcome this was building key COP and Ethics concepts into every training scenario to reinforce the idea of partnership put forth years ago by Sir Robert Peel that the police are the public and the public are the police.

The Afghan recruits receive a six-week basic course presented by another organization. Once completed, they are turned over to the MPs for additional training in the field. The military officer leading curriculum development expressed deep concern over the low level of literacy within the ranks of Afghan police explaining that many of the recruits cannot read or write. This concern was approached by examining how the 504th MPs could act in a way similar to American Field Training Officers (FTO) by carefully presenting and documenting a consistent and progressive training program across the entire city of nearly 800,000. The MPs acting as FTOs would record and maintain records for the students to make sure material was accounted for daily. Their first course of action upon arriving in-country was to train their MPs as FTOs, so a basic FTO course was designed after the style taught at the WSCJTC and adapted to meet their needs. This would later become the basis of the FTO manual for Afghan officers.

The entire staff of BLEA wishes them well and will be thinking of them as they take on this vital role under difficult circumstances. Thank you all for your service to our country and please know civilian peace officers will do their best to keep families and communities safe at home!

Director Michael Parsons Announces His Retirement!

By Greg Baxter

Immediately after Dr. Parsons announced his retirement, the Commissioners began planning a recruiting and selection campaign for our top job.

The Office of Financial Management readily gave us a special exception to the state government hiring freeze. On April 26, we posted our position announcement on our website and the employment pages of the Department of Personnel, WASPC, and IADLEST. The announcement was also broadcast to all state agency Human Resources departments and all WSCJTC staff.

Over the next five weeks, we received 19 applications from experienced managers and executives in law enforcement and corrections. All were forwarded electronically to the members of a Search Committee formed by the Commission and chaired by Sheriff Thayer. The Search Committee met June 9 to review and discuss all applications.

The Committee identified six semi-finalists we then asked to complete a writing assignment, intended to reveal their knowledge about the issues facing WSCJTC and our customers in Washington's criminal justice community. The semi-finalists also provided work references for us to contact with their signed permission.

The written submissions, with authors' identities removed, were sent to Search Committee members in June 21 and individually scored by June 30. The Committee met again on July 6 to discuss the references and to consider each written submissions' total score. One candidate withdrew before that meeting, and the Committee identified four finalists to be invited to campus.

On July 20, our finalists US Marshal Joe Hawe, US Marshal Mike Kline, Orting Police Chief Bill Drake, and Federal Reserve Bank Seattle Branch Police Chief Scott Parsons joined us on campus. Their day started with a campus tour and briefing from Facilities Manager Wes Anderson, BLEA Commander Captain Rex Caldwell, and Corrections Division Manager Pam Clark. After briefings and discussions with other department heads, the four finalists addressed an All Staff meeting. They outlined their backgrounds and offered comments on WSCJTC's future, and then answered questions from the audience. After the two-hour session adjourned, the finalists joined the staff for a potluck lunch. Over the next two days, anonymous written comments on the finalists were collected and summarized for the Search Committee.

The final stage of the selection campaign begins with forwarding to all Commissioners the information collected about the finalists, including a background check by Washington State Patrol. Commissioners will have the finalists' packets several weeks before the regular September 8 Commission meeting, attended by the finalists, at which the Commission plans to vote on Dr. Parsons' successor.

Striker Needs A Home!

Striker has become famous in Burien! Striker spent the better part of a year living the free-life in the woods surrounding the WSCJTC. While developing many friends, he was very hesitant about people and eluded capture for several months. Since entering the shelter, he has bloomed into a magnificent dog! He no longer flees from people and enjoys his walks and pets. Striker appears to do well with other dogs, both small and his size, but has not been exposed to cats much while at the shelter. His laid back personality does not indicate he would be the type to chase or challenge any feline friends. Because of his history, it is recommended that he be a mostly indoor dog (he loves being around people) and/or in a yard with at least a six-foot fence. Come by and meet Striker today!



If you would like to adopt or visit Striker, please contact: Burien Animal Care and Control at 206/870-8471.

For more information, visit <http://www.petfinder.com/petdetail/17271543>.

Chief For a Day



Twenty-one children with life-threatening or chronic illnesses were honored on Wednesday, August 18, at the Chief For a Day event.

Sponsoring agencies and Chiefs/Sheriffs For the Day:

- ♥ Bainbridge Island PD ~ Chief Ian Mitchell (age 7)
- ♥ Black Diamond PD ~ Chief Preston Bradbury (age 10)
- ♥ Bothell PD ~ Chief Quinnton Thedens (age 12)
- ♥ Clark Co. Sheriff's Office ~ Sheriff Sean McHugh (age 9)
- ♥ Ferndale PD ~ Chief Olivia Cook (age 5)
- ♥ Fircrest PD ~ Chief Ariana Anderson (age 7)
- ♥ Kitsap Co. Sheriff's Office ~ Sheriff Joshua Low (age 9)
- ♥ Lacey PD ~ Chief Sage Montarbo (age 5)
- ♥ Lake Stevens PD ~ Chief Abigail Rogers (age 4)
- ♥ Mukilteo PD ~ Chief Alexander Eanes (age 7)
- ♥ Pierce Co. Sheriff's Office ~ Sheriff Brayan Duran (age 7)
- ♥ Port of Seattle PD ~ Chief Gabrielle Hughes (age 6)
- ♥ Port Orchard PD ~ Chief Natalya Barnum (age 7)
- ♥ Redmond PD ~ Chief Kirk "Lu" Schmidt (age 8)
- ♥ Stillaguamish PD ~ Chief Franklyn "Franky" Ramos (age 10)
- ♥ Sumner PD ~ Chief Ethan Delarme (age 12)
- ♥ Tacoma PD ~ Chief Austin Johnson (age 12)
- ♥ Tulalip Tribal PD ~ Chief Jaydin Whitley (age 8)
- ♥ University of WA PD ~ Erica O'Laughlin (age 11)
- ♥ WA Dept. of Fish & Wildlife ~ Chief Christopher Rudner (age 12)
- ♥ Washington State Patrol ~ Chief Seth Martinez (age 10)

NOTE: An award and recognition ceremony will be held sometime in September or October in addition to the premier of the 2010 CFAD Slideshow.

The CFAD Committee would like to thank BLEA Classes 667 and 668 for their extraordinary fundraising efforts for this event. Class 667 raised money in excess of \$2,500 and provided hospitality to the 21 sponsoring agencies and families. Class 668 raised money and donated gifts in excess of \$3,500.

With the money raised, gift cards for school clothes were purchased in addition to bicycles, iPods, school supplies, pillows and blankets, and much more for the families. The event would not have been as successful without their assistance! These are the two largest monetary donations in CFAD history.

"...He LOVES his uniform, and even conned his dad out of one of his suit hangers so that his uniform will keep its shape. Until yesterday, he had never ridden a horse or a pony, and surprised us all by how much he loved riding. Sometimes we forget he is only ten. He is such a big boy that sometimes I don't realize he is still a 'little' boy and just recently turned ten. He usually sleeps in the car if the ride is over a half an hour, but he chattered non-stop yesterday all the way home. His favorite outdoor activities were the dog demonstrations, the taser demonstration, and of course, the motorcade.

The generosity of the CJTC, the Stillaguamish Police Department, and all the volunteers was overwhelming. Everyone did so much to make not only the Chiefs feel special, but the siblings, too. Calista was so touched when we got home and saw that there were gifts for her, too. She has been frequently in the shadow of her brother's treatment, but has handled herself with a maturity far beyond her years. We do our best to make her feel special, too, and recently remodeled her bedroom for her birthday next month. We have been calling her 'our princess', so you can imagine her reaction when she discovered the pink backpack with 'princess' on it."